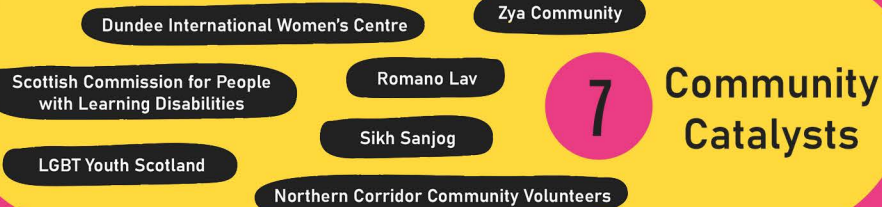


DELIVERING CHANGE

A COLLECTIVE EFFORT TO RESTRUCTURE AS ORGANISATIONS BASED ON ANTI-OPPRESSIVE PRINCIPLES



94
Museum Activists
engaging in heritage
across Scotland



7 Community Catalysts

- Dundee International Women's Centre
- Zya Community
- Scottish Commission for People with Learning Disabilities
- Romano Lav
- LGBT Youth Scotland
- Sikh Sanjog
- Northern Corridor Community Volunteers



5
Museum partnerships
undertaking Sustainable
Co-production working
with community partners

22 individuals in the Delivering Change: Leadership strand

17 Museum Transformers



- | | | | |
|---|---|----|--|
| 1 | Shetland Museum and Archives | 10 | David Livingstone Birthplace |
| 2 | Timespan | 11 | North Lanarkshire Council |
| 3 | Cromarty Courthouse Museum | 12 | Museums Galleries Scotland |
| 4 | The Scottish Crannog Centre | 13 | National Galleries of Scotland |
| 5 | Culture Perth and Kinross | 14 | Museums & Galleries Edinburgh |
| 6 | Leisure & Culture Dundee | 15 | Physicians' Gallery (Royal College of Physicians of Edinburgh) |
| 7 | V&A Dundee | 16 | Paxton House |
| 8 | Paisley Museum | 17 | The Whithorn Trust |
| 9 | The Royal College of Physicians and Surgeons of Glasgow | | |

THE JOURNEY SO FAR

651

hours of anti-oppression training have been completed across the sector

Museum Transformers have completed their anti-racism training

114

people have completed their anti-ableism training

4

Knowledge Exchanges have taken place

Participants fed back that there wasn't time to create a collective action plan like there was in the Anti-Racism training

We have developed an action planning session that will follow their training sessions

Sharing perspectives from a variety of anti-oppressive practices

“ The course created space for open and honest discussions that wouldn't otherwise have happened. It helped me recognise real issues of racism I hadn't previously been aware of and made me more mindful, empathetic, and less judgemental. I now feel more confident raising anti-racism with colleagues, and with support from managers, HR, and peers, I hope this work will continue and lead to much-needed change. ”

MUSEUM TRANSFORMER

18

Community Catalysts attended an in-person gathering to strengthen relationships and share learning

Media Education have begun work with the Community Catalysts to undertake media workshops to support telling their stories and develop a film

“ The Community Catalyst recognises that the relationship with their museum partner has exceeded expectations to this point, enabling genuine participation and coproduction from the community at the heart of it. The museum has also stepped in with additional funding to help the project move forward. ”

SCOTTISH COMMISSION FOR PEOPLE WITH
LEARNING DIFFICULTIES X V&A DUNDEE

Community Catalysts and their museum partners have been building relationships

ZYA Community (Edinburgh) have visited Shetland Museum & Archives to support their collaborative partnership

“ The project provided a unique and transformative experience, supporting women to build confidence and try new things. Participants gained new creative and communication skills, exploring different ways of telling their stories through writing, visual methods, and media. Overall, the project created lasting, positive impact and memorable opportunities, described as a highlight of their time. ”

DUNDEE INTERNATIONAL WOMEN'S CENTRE
X LEISURE & CULTURE DUNDEE

11

people with lived experience of systemic exclusion who work in the heritage sector

Mentoring

11

Museum Transformer leaders

11

hours of anti-oppressive leadership and perspective sessions have taken place

Support mentors to better understand the role and responsibilities of leadership positions to help equip them as future leaders

“ It was great to be vulnerable today and to see that what I thought was impossible, is becoming tangible, through the work on this course. ”

PARTICIPANT ON THE LEADERSHIP TRAINING

Communication and logistics initially felt overwhelming for participants

A key learning from Museum Transformers was the need to bring everyone together to set the group up for success

Communications moved to a simple shared calendar and monthly newsletter

The programme has shown the importance of having a dedicated person at MGS to provide 1:1 coaching and support conversations

The Leadership programme kicked off with an in-person day to support forming the cohort

THANK YOU TO:

All the Delivering Change participants who have joined us on this journey, the Delivering Change team, and our friends and family who support us.

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Museums Galleries Scotland

Supporting Scotland's Museums